

# **Teacher Incentive Allotment (TIA)**

Overview and Updates



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# Human Resources Mission

In **Human** Resources, we believe in the power of **people** and the difference they can make. We are committed to ***BUILDING*** and ***SUPPORTING*** our team of ***DIFFERENCE MAKERS*** to positively influence every student's life.



# Agenda

- Background
- 2021-2022 Criteria
- 2021-2022 Preliminary Results
- Glows & Grows
- Communication, Education, & Engagement
- New in 2022-2023
- Roadmap
- Questions & Comments

# Background: Teacher Incentive Allotment

The Teacher Incentive Allotment (TIA) was created by the Texas Legislature as part of House Bill 3 to provide a realistic pathway for top teachers to earn six-figure salaries and to help attract and retain highly effective teachers at traditionally hard-to-staff schools.

# Background: Teacher Incentive Allotment



**\$3K - \$9K**



**\$6K - \$18K**



**\$12K - \$32K**

Note: Teachers that hold a National Board Certification are designated as *Recognized*.

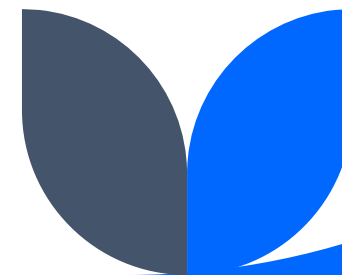
# 2021-2022 Criteria

## TEA

- Must include teacher performance measure
- Must include a student growth measure
- All teachers in eligible assignments and at eligible campus **must** participate
- PEIMS Role ID must be 087
- Teachers must be included in a fall and winter rosters and for 90+ days or the equivalent

## Hays CISD

- Must be in an eligible teaching assignment
  - 4-8 Reading & Math
  - Algebra I
  - End of Course English II
- Must be on an eligible campus
- Must have a minimum of 10 students
- Must teach three sections in an eligible assignment if secondary



# 2021-2022 Preliminary Results

## 80 Recommended Designations

(Top 30% of eligible teachers)

- 269 teachers were eligible for a designation
- 21 campuses had at least one teacher with a recommended designation



# 2021-2022 Preliminary Results

Campus & Recommended Designations	Allotment Range per Teacher
Barton MS - 6	\$3,452 - \$13,507
Blanco Vista ES - 6	\$4,220 - \$16,068
Buda ES - 5	\$3,671 - \$7,342
Camino Real ES - 5	\$5,048 - \$10,095
Carpenter Hill ES - 7	\$3,151 - \$12,502
Dahlstrom MS - 2	\$3,131
Elm Grove ES - 4	\$3,117 - \$6,234
Fuentes ES - 2	\$3,622 - \$7,243
Hays HS - 5	\$3,671 - \$7,342
Hemphill ES - 2	\$5,243 - \$10,486
Johnson HS - 2	\$7,118

Campus & Recommended Designations	Allotment Range per Teacher
Kyle ES - 2	\$3,876 - \$7,753
McCormick MS - 3	\$4,053 - \$8,106
Negley ES - 5	\$6,884 - \$13,474
Ralph Pfluger ES - 4	\$3,706 - \$7,412
Science Hall ES - 3	\$8,287 - \$15,812
Simon MS - 3	\$4,838 - \$9,676
Tobias ES - 2	\$3,546 - \$13,821
Tom Green ES - 3	\$3,757 - \$7,514
Uhland ES - 5	\$5,478
Wallace MS - 4	\$4,074 - \$15,580

Note 1: Allotment Ranges \$3,117 - \$16,068 (tentative)

Note 2: See attachment for more detail



# Roadmap

Spring 2021

- Contracted a consultant
- Formed TIA Steering Committee
- Developed implementation plan
- Developed 90/10 spending plan
- Submitted TIA application

2021-2022

- Held Information Sessions
- Created Schoology course
- Provided T-TESS calibration
- Captured data (teachers and students)
- Gathered feedback from Steering Committee

2022-2023

- TIA Steering Committee refines TIA Plan
- October - Recommended designations submitted to TEA
- November - Teachers receive scorecard
- Ongoing - Webinars/Information Sessions provided to increase awareness and report updates
- February - TEA communicates results
- May - Teacher certifications updated to reflect designations
- June - Allotments paid

# Glows & Grows

## Glows

- Provided opportunity for employee recognition and compensation
- Allowed for authentic engagement with the TIA Steering Committee (see attachment)
- Increased the focus on calibrated evaluations across the district
- Encouraged teachers to pursue National Board Certification

## Grows

- Identified a need for increased Communication, Education, and Engagement
- Identified a need to improve the correlation between student growth and teacher evaluations
- Identified areas that need refining in our locally developed TIA process (e.g. missing data)



# Communication, Engagement, & Education

## Continue

Online Informational Meetings

Schoology course

National Board Certification

Cohort/Support

Training to ensure a complete data file

## New

Single point of contact

HaysBeat! the HR Podcast

One-on-one sessions

Campus-based presentations

TIA Webpage

Recruiting materials

Recognition ceremony

Social media blast



# New in 2022-2023

Changes reviewed with Steering Committee:

- Expand to Pre-K (Circle) and K-3 (mClass Rdg.) and English I (STAAR)
- Adopt Transition Tables to determine student growth
- Use T-TESS Domains 2 & 3 to determine teacher performance
- Implement the Statewide Performance Model
- Implement a minimum standard of 4 classes taught at secondary level

Other needed changes identified through submission:

- Include all campuses on the eligibility list



# Transition Tables-

Domain IIA (Very close to final)

Prior Year Performance on STAAR	Current Year Performance on STAAR					
	Low Did Not Meet Grade Level	High Did Not Meet Grade Level	Low Approaches Grade Level	High Approaches Grade Level	Meets Grade Level	Masters Grade Level
Low Did Not Meet Grade Level	0	1	1	1	1	1
High Did Not Meet Grade Level	0	½	1	1	1	1
Low Approaches Grade Level	0	0	½	1	1	1
High Approaches Grade Level	0	0	0	½	1	1
Meets Grade Level	0	0	0	0	1	1
Masters Grade Level	0	0	0	0	0	1



# Roadmap

2022-2023

- Curriculum & Instruction will identify how to measure student growth in other areas, e.g. band, JROTC, elective reading classes, etc.

2023-2024

- Curriculum & Instruction will pilot student growth measures

2024-2025

- TIA will include all teachers and all content areas

# Questions & Comments

